

# Our operations

MMG has four operating sites across the world and employs over 11,000 employees and contractors.



Dugald River

Rosebery



Kinsevere



Las Bambas



## Australia (includes Dugald River and Rosebery sites and Australian operations office)

PRODUCTION		2022 WORKFORCE		ECONOMIC CONTRIBUTION (US\$'000)		SOCIAL DEVELOPMENT SPEND (US\$'000)
<b>224,551</b>	<b>38,946</b>	<b>1,328</b>		<b>\$125,952</b>	<b>\$116,311</b>	<b>\$488</b>
tonnes of zinc in zinc concentrate	tonnes of lead in lead concentrate	Total workforce		Total tax incl. royalties	Total capital investment	
<b>1,147</b>		<b>13.0</b>	<b>93.0</b>	<b>\$108,644</b>	<b>\$414,786</b>	
tonnes of copper in precious metals concentrate		% female	% national	Total wages and benefits*	Total national supply procurement	

## Democratic Republic of the Congo (DRC) (includes Kinsevere site, and Lubumbashi and Johannesburg offices)

PRODUCTION		2022 WORKFORCE		ECONOMIC CONTRIBUTION (US\$'000)		SOCIAL DEVELOPMENT SPEND (US\$'000)
<b>49,070</b>		<b>2,480</b>		<b>\$116,931</b>	<b>\$79,114</b>	<b>\$2,433</b>
tonnes of copper cathode		Total workforce		Total tax incl. royalties	Total capital investment	
		<b>13.6</b>	<b>94.2</b>	<b>\$50,407</b>	<b>\$216,262</b>	
		% female	% national	Total wages and benefits*	Total national supply procurement	

## Peru (includes Las Bambas site and Lima office)

PRODUCTION		2022 WORKFORCE		ECONOMIC CONTRIBUTION (US\$'000)		SOCIAL DEVELOPMENT SPEND (US\$'000)
<b>254,836</b>	<b>3,156</b>	<b>7,421</b>		<b>\$324,386</b>	<b>\$367,263</b>	<b>\$28,323</b>
tonnes of copper in copper concentrate	tonnes of molybdenum in concentrate	Total workforce		Total tax incl. royalties	Total capital investment	
		<b>11.9</b>	<b>98.6</b>	<b>\$153,667</b>	<b>\$1,467,954</b>	
		% female	% national	Total wages and benefits*	Total national supply procurement	

## Corporate Office (includes Melbourne, Beijing, Hong Kong and Vientiane offices)

### 2022 WORKFORCE

<b>178</b>	<b>48.2</b>
Total workforce	% female

Note: For information on royalties and income tax, procurement and employment taxes and benefits, refer to the Tax and Community Contribution section (page 52) of this report.

% national = the percentage of the workforce with the same nationality of the country where the operations are located. This does not include contractor numbers.

% female = the percentage of women in the MMG workforce. This does not include contractor numbers.

\* Total wages and benefits for Australia include expenses where the role may report but take place outside of the country. This does not include contractor numbers.



# Our COVID-19 response



MMG has promoted vaccination information campaigns to **safeguard employees' health, reduce absenteeism and minimise the spread of COVID-19**

**During the COVID-19 pandemic MMG worked collaboratively with local communities and authorities to protect our people and host communities from the highly contagious virus.** COVID-19 prevention strategies developed by MMG's crisis management and operational emergency management teams are key to our ongoing response plans.

Through posters, emails, our website, and intranet, and for our Las Bambas site through radio communications, MMG has promoted vaccination information campaigns to safeguard employees' health, reduce absenteeism and minimise the spread of COVID-19 and its potential long-term complications. Our messaging is aligned with our host regions' endorsed directives, helping to build public trust and greater understanding of COVID-19 vaccine benefits. To safeguard host communities, MMG focused on mitigating risks arising from workforce transportation (fly-in, fly-out and bus-in, bus-out) and included regional concerns in our continuity plans.

We recognise that the pandemic presented significant challenges for our host communities and our people. In addition to physical impacts, it has also presented impacts to mental health. MMG's Employee Assistance Program has been an integral service during these challenging times. It offers ongoing confidential counselling and mental health and wellbeing support to employees and their families in all regions and local languages.



## CASE STUDY

### Kinsevere COVID-19 prevention measures

Throughout the pandemic, Kinsevere and the Afya Yetu Clinic site team deployed multiple prevention strategies to limit the spread of COVID-19. Vaccines can be accessed by employees, their families and the wider community. To combat misinformation, ongoing World Health Organization and the Centre for Disease Control updates are shared with teams. At the end of 2022, with no active cases and no virus-related fatalities, Kinsevere continued to adopt hygiene and isolation controls on a case-by-case basis while rolling out vaccination campaigns as a main line of defence to combat the virus. See our Las Bambas response on page 33.



## Our commitment to the International Council on Mining and Metals (ICMM)



**Our Chief Executive Officer is a member of the ICMM Council, and MMG has been a member of the ICMM for 13 years.** We contribute to working groups and align our performance and external commitments to the ICMM's Sustainable Development principles.

In 2003, the ICMM published its 10 principles for sustainable development to inspire necessary mining and metals industry change. Member companies' goals support the principles, which include eight position statements on key issues including biodiversity, water stewardship and revenue transparency. The ICMM's Mining Principles and corresponding Performance Expectations, launched in 2020, provide a comprehensive set of environmental and social requirements on labour rights, resettlement, local content, gender, access to grievance mechanisms, mine closure, pollution and waste that should be validated at the operational level.

In 2020, MMG began a process to align with the Mining Principles with a Company-wide gap assessment and corporate-specific action plans that are regularly revised. Since 2021, we have also engaged an external assurance provider to validate one site's compliance and progress with implementing the Mining Principles. In 2021, Kinsevere was assessed, and in 2022 the focus was our Las Bambas operation.



Read more detail in the Sustainability Report Appendix at:

[mmg.com](https://www.mmg.com)

